

## AGENDA

Womens Advisory Panel - 12 MAY 1974

LC-40

2:30 pm

1. Plan for Secretaries Week - 21-27 April.
2. Draft ground rules for tour on WAP and procedure for replacements.
3. Review Annual Report for CY-73.

4.

for

5.

6.

ILLEGIB

1. Since 10 May 1973, the Women's Advisory Panel has been studying Agency statistics in an effort to determine the status of women in the Agency. During CY 1974, the Panel will make specific recommendations to improve this status. However, the Panel members are women in responsible positions which limit the amount of time they can devote to Panel business. The Panel's composition has already changed once because a DDO representative could not spare the time required for Panel work.

2. One of the largest problems the Panel has encountered thus far has been the enormous amount of statistical information available. The Statistical Reporting Branch of the Office of Personnel and the Application Division of OJCS have been most helpful in presenting this information in a manageable form.

3. Early in its existence, the Panel concluded that if women had the opportunity for training and experience in supervisory positions, they could compete successfully for promotions to the higher grades. Consequently, the Women's Advisory Panel has concentrated its efforts on compiling profiles on grades, training, and supervisory positions from GS-12 through GS-18. Component profiles showing the grade distribution by sex are attached.

4. Women occupy only 4.9% of Agency supervisory positions in grades GS-12 through GS-18. By Directorate, the percentage of women in these positions is:

DDI	11.0%
DDO	5.4%
M&S	2.8%
S&T	2.7%
DCI	2.0%

5. A comparison of the statistics for December 1972 with those of December 1973 reveals an insignificant change in Agency female/male personnel strengths. Women still represent only 32% of the total staff personnel of the Agency whereas in the Federal Government, women hold 40% of the positions. The average grade for women in the Agency has remained constant at GS-7. Of the Directorates, the DDO has the highest percentage of women (40%); and the DDI, the highest average grade (GS-8).

6. There has been no significant change in the number of women attending senior training courses. Only one woman attended the Senior Seminar in FY 1972, and one woman is currently attending the National War College. Women represented only 4% of the students in the last nine runnings of the Mid career Course.

7. During CY 1973, 158 professional and technical personnel in grades GS-7 and above entered on duty at the Agency. Of these, only 19 (12%) were female.

8. The Panel also examined the attrition rate at the Agency. In a study of personnel at grades GS-9 and up who were still on duty 5 years after they EODed, 35% of the women (and 50% of the men) remained. This study is now being refined to determine if members of both sexes resigned for the same reasons.

9. The Women's Advisory Panel will furnish the results of these studies, as they are completed, to the Executive Management Committee. During CY 1974, the Panel expects to complete studies on time in grade, and Agency jobs that are stereotyped for women.